

The Dublin Interchange

WINTER 2015

MARK YOUR CALENDAR:

- Souper Bowl Cook-off—Jan 29
- Valentines Day Bake Sale—Feb 12
- President's Day Holiday—Feb 15

INSIDE THIS ISSUE:

Employee News	1-7
Team Dublin	8
Food	9
Articles of Interest	10-11
Healthy Living	12-13
Environmental Services	14



WELCOME ABOARD

Laura Johnston is the new Recreation Supervisor for Heritage and Cultural Arts. Laura's duties include coordinating cultural arts classes, overseeing Heritage facilities and onsite supervision for Heritage staff. Laura joins us from the City of Tracy, where she was a Recreation Coordinator since 2003. Laura previously worked for City of San Jose as a Recreation Specialist in Sports and Field Reservations, as an afterschool site coordinator for East Valley YMCA, and as a tennis teacher.



Ruby Bergman is the new Office Assistant II in the Parks & Community Services Department! Ruby is originally from Minneapolis, but grew tired of the ever-changing and always dramatic weather there, so her family moved to sunny San Jose in 2012 then Pleasanton in 2013. Ruby has a diverse background, ranging from working with special needs elementary school students to fast-paced customer service with Delta Air Lines at SFO. In her free time, Ruby enjoys spending time with her family, traveling, yoga, watching football, reading and most recently watching/listening to the very talented Foothill High School Marching Band, where her son plays on the drumline.



Welcome Roel Blanco to the Parks & Community Service's Department! Roel is the new Office Assistant I and is the first point of contact at the Civic Center Recreation counter. His responsibilities include managing facility rentals for the Civic Center, Dublin Library, Sports Fields and

(continued Page 1)

Stager Gym as well as clerical duties and assisting staff members as needed. Roel has been employed with the City of Dublin since July 2014 as a Customer Service Assistant based at the Shannon Community Center. Before coming to Dublin, Roel successfully coordinated several community-based programs for various non-profit organizations in San Francisco for over 15 years. P&CS looks forward to having Roel as a fulltime employee!



The Public Works Department welcomes Environmental Coordinator **Shannan Young**! Shannan joins Dublin with over 19 years of experience in environmental compliance and stewardship. Most recently, Shannan worked for the City of Fremont as an Environmental Specialist II, and has played a key role in the implementation of their Clean Water Program. She will continue to play a pivotal role here in Dublin by managing our Clean Water Program and navigating the waters of the new clean water permit requirements. She will be working in the Environmental Services Division with Kathy and Obaid.

Welcome aboard **Darla Murtaugh**! Darla is the new Office Assistant II in the Public Works Department and will be working with the Environmental Services and Facilities Division's. Darla was previously employed with the Antioch Unified School District in a similar capacity. She is married and has two children, Joshua her 20-year old son and her 18-year old daughter Jordyn.

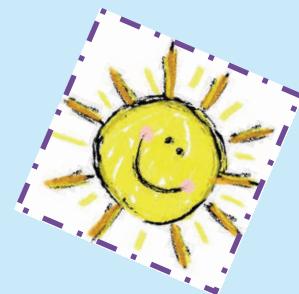


The Community Development Department welcomes **Robert Paley**. Robert is the new Assistant Planner within the Planning Division. Robert comes to Dublin from the City of Stanton, CA located in Orange County where he was interning for the Community Development and Planning Department. Prior to that he worked in real estate development in Philadelphia, PA. He graduated from West Chester University with a Bachelors in Geography and Planning with the hopes of becoming a City Planner. At the beginning of April 2015, he decided it was time to leave the East Coast. He sold or gave away everything that he could not fit into a 5x8 U-Haul trailer and headed West with his wife, daughter and dog, with the pursuit of a career in Municipal planning! The entire trip took 14-days and covered over 4,000 miles. Robert's an avid hiker, road biker, trail runner, and a certified yoga instructor. He's thrilled that this journey has brought him to Dublin and he can't wait to hit the awesome trails and take advantage of all that the Tri-Valley has to offer!

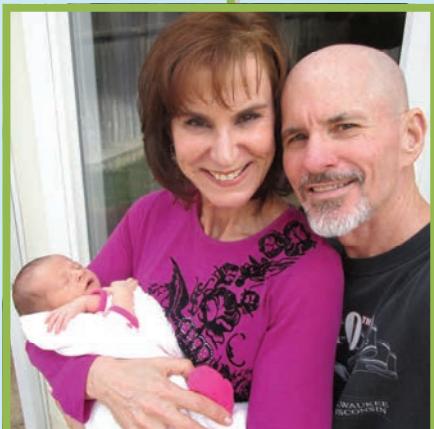
WELCOME DUBLIN KIDS



Taryn Gavagan Bozzo and her husband Chris are the proud new parents to Amaya Simone Kailanioko'umakuakāne Bozzo. Amaya arrived two and a half weeks early on September 16, 2015, weighing 6 lbs. 2 oz. and 18.5" long. Amaya's Hawaiian "dream name" was given to her by Taryn's uncle and is derived from Amaya's grandpa's Hawaiian name, Lanikai!



On October 10, 2015 Cynthia Pecoraro and her husband Mike became grandparents to Olivia Grace Pecoraro! Olivia arrived 12 days early, weighing 7 lbs. 5 oz. and 21" long! This is the first grandchild in the Pecoraro family.

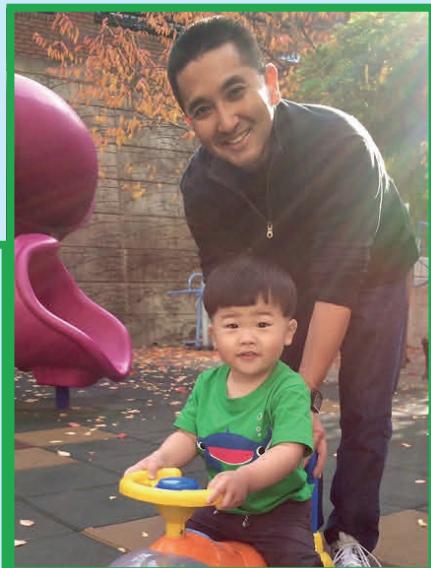
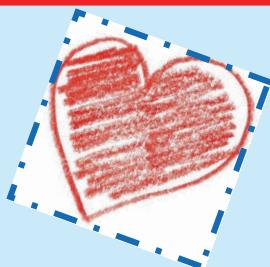


Olivia is lucky enough to have 3 sets of grandparents, 1 great-grandfather, and 2 great-grandmothers. Clearly this will be one well-loved (albeit spoiled) grandchild!





Andy Russell and his wife Spontaneous welcomed a baby boy last week, on January 13, 2016! Vance Russell weighed in at 6 lbs. and 2 oz. and 19.5" long. Mommy and baby are both doing well. Congratulations, Russell Family!



Jayson Imai and his wife Kristen adopted a 16-month boy from Seoul, South Korea! Jayson and Kristen brought Jerron home to California last November where he enjoys going to the park and chasing the family dog around the house. Congratulations Imai Family!



Birthday Shoutouts



NOVEMBER

Debra LeClair	2
Marnie Delgado	5
Elizabeth Isles	17
Erin Steffen	21

DECEMBER

William Lai	2
Lisa McPherson	12
Andrew Russell	29

JANUARY

Ananthan	11
Kanagasundaram	
Rosemary Alex	17
Efrain Ruvalcaba	18
I-Ping Liu	19
Shannan Young	20
Jennifer Kransky	31

If you would like to be added to the birthday list
please contact Jenn Smith.

KUDOS TO YOU!



By Jennifer Smith

Last October employees participated in a food drive in support of the Children's Emergency Food Bank located in Dublin. Over 1,500 food items were collected in total! Below is a letter of appreciation from the Director of the food bank, Rick Snowden.

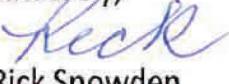
Dear Dora,

Thank you very much for the large donation of food you and your team at the City made to the Children's Emergency Food Bank. It was over 1,000 items a huge help to us.

The Children's Emergency Food Bank is a local non-profit organization serving Pleasanton, Dublin, San Ramon and Danville, California since 1969. Our California Corporate Number is C-0735535. Our Federal Employer Identification Number is 51-0159391. The Food Bank provides food for families in emergency situations, rather than ongoing support. The Food Bank is an all-volunteer organization that operates on the property of John Knox Presbyterian Church in Dublin.

Our objective is to provide canned and packaged food as well as gift certificates from local markets to obtain fresh foods. We try to give each family enough food for one week, up to six times a year. We also have a Christmas giveaway to over one hundred families each year which also includes a turkey, chicken or ham.

We rely greatly on donations from individuals in the community and are part of the Raley's Food for Families Program, receiving continued support from them. We are not supported by the Alameda or Contra Costa County Food Banks. Cash donations are always welcome and are used in conjunction with food donations to support our program.

Sincerely,

Rick Snowden
Director



Getting To Know You!



By Efrain Ruvalcaba

Kristen Middleton

Kristen has worked for the City of Dublin for the past two years in the Parks and Community Services Department managing rentals at the Civic Center, Library, Sports Fields and Stager Gym. Some stuff you might not know about her are:

- Halloween is her favorite holiday! In college Kristen studied animation and illustration. Her department would dress up as various characters and have a hilarious "draw-off". Now she hosts an annual party and each year she chooses a different theme to decorate her house and dress up. Last year her theme was Game of Thrones
- Kristen grew up in Milpitas and is the youngest child of three. She currently lives with her boyfriend, Dan, in Downtown San Jose in an old Craftsman house built in 1924. It has been quite the adventure to remodel and so far she has learned how to mud and drywall, hang cabinets, install laminate flooring, tile, wire lighting, and install pavers.
- Her dream car is a 1964 1/4 Ford Mustang convertible.
- In her spare time she can be found doing a number of activities, such as hiking, reading or drawing. She also likes to spend time with her friends and family, camping, wine tasting, going to concerts and San Jose Sharks games.
- Her favorite tv show growing up was Full House.



Gregory Shreeve



Gregory has worked at the City of Dublin for nearly 20 years. He first started with the City of Dublin as an Intern for nine-months back in 1991-1992, under Vic Taucher, the City of Dublin's first Building Official. He then returned in December 1996 as a Building Inspector with LP2A and was promoted to Senior Building Inspector in 1997. He started as the City's Building Official on December 17, 2001.

- One of the things that Gregory likes about his job is that he continues to learn new things. There are continuous advances in the building industry, including changes to the construction codes, new laws and new projects to work on.
- Gregory is about to be a grandfather for the first time! His youngest, who is 24 years old (and still his baby), is pregnant and due in August.
- In his spare time he likes to compete in Tournament Bass Fishing. His best finish was 2nd place in the Future Pro Clear Lake Series. He just wishes he had more spare time.
- In July, he and his wife Sharrie will be celebrating their 30th wedding anniversary!
- Gregory's dream car is a 1967 1/2 convertible Ford Mustang in metallic green.
- He has two dogs, Shelties (Shetland Sheepdogs) named Bear and Princess. He also has four cats named Batty, Robynn, Raven, and Shaz. He also has lots of guppies. He started with five and now he has more than he can count.
- His favorite TV show growing up was Star Trek, and his favorite food to eat are chili cheese dogs from Wienerschnitzel.



Team Dublin Fundraisers

Show us your "Master Chef" skills by participating in Team Dublin's initial fundraiser for 2016. We will have an esteemed panel of judges to pick the best bowl. Soups will be judged on taste, appearance and creativity. The winner will receive a \$50 gift card of their choice! Soup + bread will also be available to purchase for a \$5 donation to support the Scholarship Fund.



When: Friday, January 29th
at 12:00 PM

Where: Employee Lunchroom

Prize: \$50 gift card
Judging: 12:15 PM

Please contact Doug Rooney at x4546 to sign-up for the contest.

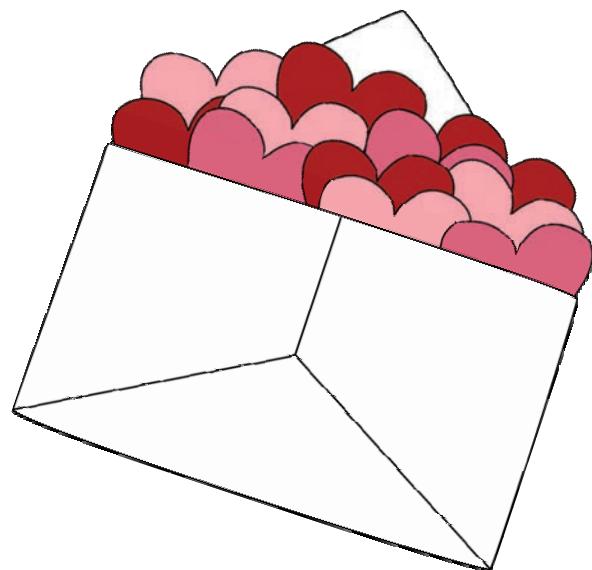
7th Annual Gift & Bake Sale

When: Friday, February 12th
from 9am-12pm

Where: Employee Lunchroom

Please contact Angela Morbo to donate baked goods and gift item or Taryn Gavagan Bozzo to place your order for fresh roses!

Half doz. Rose arrangements will be \$20





Warm Up the Winter Chills with Chili!

By Jennifer Kransky

There is something about the cold weather and the shorter, darker days that just instantly makes me want to have a bowl of hot goodness (soup, chili or stew). It's definitely a fall and winter comfort food for me. As the temperatures continue to drop, I've been poroozing my favorite website, Pintrest, for some new recipe ideas. I stumbled upon a unique chili recipe which included pumpkin. Honestly, it is my new favorite chili recipe. You don't really taste the pumpkin but the consistency of the pumpkin puree keeps the chili nice and thick (although I did add the full 15 oz. cans of pumpkin puree and tomatoes). The spices give it a nice kick too. This is a super easy and quick recipe to make when you come home from work and don't have the energy to make a full blown meal. It tastes good on its own but I enjoyed mine over a bit of rice. You could also bulk it up with some ground beef or buy a \$5 cooked chicken to rip up and add in.

Pumpkin Chili

1 Tbsp olive oil	1 Large onion, chopped
4 Garlic cloves, minced	1 Cup pumpkin puree (can or homemade)
1 Cup canned tomatoes	1 Cup vegetable stock or water
1 Can black beans (15 oz)	1/2 Can garbanzo or white beans (7.5 oz)
1 Tbsp cumin powder (start with 1 Tbsp, reduce/increase as preferred)	2 Tbsp chili powder (start with 1 Tbsp, reduce/increase as preferred)
Salt & pepper	



- 1) In a large pot or skillet, cook chopped onion and minced garlic in olive oil for about 5 minutes on medium heat until soft.
- 2) Add pumpkin, canned tomatoes (chop them up into smaller chunks), vegetable stock (or water), black beans and garbanzo beans. Add half the cumin and half the chili powder, stir everything well, and season with salt and pepper. Taste your chili, season some more with salt and pepper if needed. Add the remaining cumin (or more) and remaining chili powder (or more), if desired. Bring to boil, make sure to stir all ingredients well together to combine flavors and spices. Reduce to simmer and cook for 20 minutes on simmer.
- 3) Serve in soup bowls, garnished with chopped green onion.

7-Steps to a Truly Effective Leadership Style



By Rebecca Hourston

Contributed by Kathy Nugent

If you've ever been led by a Mushroom (everyone's in the dark), a Seagull (swoops in, squawks and dumps), or a Kipper (two-faced and gutless), you'll be all too aware of the leadership style you don't want to be known for. So what can you do to develop your own leadership style into one that will be highly valued? Here are seven steps to selecting the best leadership style.

1. Be Bold.

Boldness is an essential for leading upwards. To grab the attention of your bosses, you need to swallow a bold pill and confidently make your point with as little padding as possible. "Have a bit of personality," advises Karen Bosher, Head of Stores for the Mothercare Group's Southern UK region. "Courage fueled by a high degree of integrity and a dose of good judgment should give you the confidence to stand out."

2. Be Strengths-Savvy.

Get to know your signature leadership style inside-out. Heighten your awareness of what you're good at, and consciously play to your natural strengths as much as possible.

3. Stretch Your Leadership Style.

Alongside playing to your strengths, actively work to stretch into the leadership style(s) you find harder. Goleman's EQ research findings in a nutshell: the most successful leaders can consciously draw on and seamlessly integrate all leadership styles, dependent on the situation. One size definitely does not fit all. Masculine working environments tend to spawn quite a directive and pace-setting style. If this is not your natural approach, but is required within your job, find ways to blend your natural style with your "stretch style" so you're not putting on an act.

4. Be "Going Somewhere".

Call it being visionary, call it setting direction, call it having a compelling point—creating hope for the future and helping people see the way forward is one of the top four basic needs of followers, according to Gallup's latest research. Recent studies by the Hay Group concur that to be a great leader, alongside being trustworthy, you simply must be able to communicate a vision of where you and others need to go. Not only will this inspire confidence downwards, among your team, it will also increase your impact upwards, among your bosses.

5. Be Follower-Focused.

The best leaders are human and socially conscious. Recognizing the contribution of others and giving the team room to innovate is the best way to lead into a more resilient future.

6. Be Balanced.

Strive for sustainable thought and action. The "do it and be damned with the consequences" approach may still be going on around you, but great leaders know that it won't wash long term.

7. Be True to You.

Like chocolate cake, there's no such thing as "the best" leadership style in isolation. What there is, however, is the best leadership style for you, for a given situation. So give up trying to be something that you are not. If you're not being authentic, people will see straight through you. Genuine passion and pride create a fast-track to building connection and trust. Integrity, authenticity and walking your talk are the cornerstones to building great internal and external relationships. The most valuable thing you have to offer is yourself. Whatever your leadership style is, it is uniquely yours. Own it, have confidence in it, trust that it's not about becoming something completely different. None of the previous six steps will work without this ... If it doesn't feel right – it's probably not. Find your own way and stick to it, with confidence!

For the complete unabridged article, which includes tips for putting these seven steps into action, click [here](#) and search for "7 Steps to a Truly Effective Leadership Style".





Getting Fit For Your Health in 2016

By Stefani Volpi

As we leave 2015 behind and enter into the new year, many of us have the tendency to set New Year's Resolutions for ourselves. Oftentimes these resolutions include something fitness-related, such as going to the gym more (or going to the gym, period), getting in better physical shape, or even having a more active lifestyle. With the tips below, courtesy of our *Kaiser Permanente* provider, you can start that New Year's Resolution now just by adhering to some of these simple rules of thumb for maintaining your physical well-being and health. Good luck to getting fit, for your health, in 2016!

How much physical activity do you need for health-related fitness?

Experts say your goal should be one, or a combination, of these:

- Do some sort of moderate aerobic activity, like brisk walking, for at least 2 hours each week. It is up to you how many days you want to exercise, but it is best to be active at least 3 days a week. Be active for at least 10 minutes at a time. For example, you could:
 - ~Take a 10-minute walk 3 times a day. Do this 5 days a week.
 - ~Take a half-hour walk 3 days a week. On the other 4 days take a 15-minute walk.
 - ~Take a 45-minute walk every other day.
- Or do more vigorous activities, like running, for at least 1 hours a week. This activity makes you breathe harder and have a much faster heartbeat than when you are resting. You can spread out these 75 minutes any way you want to. It is better to be active at least 3 days a week for at least 10 minutes at a time. For example, you could:
 - ~Run for 25 minutes 3 times a week.
 - ~Run for 15 minutes 5 times a week.

Here's an easy way to tell if your exercise is moderate: You're at a moderate level of activity if you can talk but not sing during the activity. If you can't talk while you're doing the activity, you're working too hard.

Children as young as preschool age need activity. Encourage your child (age 6 to 17) to do moderate to vigorous activity at least 1 hour every day.

What types of physical activity improve fitness?

The activities you choose depend on which kind of fitness you want to improve. There are three different kinds of fitness:

Aerobic fitness makes you breathe faster and makes your heart work harder for a while. Aerobic activities include walking, running, cycling, and swimming. Aerobic fitness is also called cardio or cardiovascular training.

Muscle fitness (strength) means building stronger muscles and increasing how long you can use them. Activities like weight lifting and push-ups can improve your muscular fitness.

Flexibility is the ability to move your joints and muscles through their full range of motion. Stretching is an exercise that helps you to be more flexible.

How can you be more physically active?

Moderate physical activity is safe for most people. But it's always a good idea to talk to your doctor before becoming more active, especially if you haven't been very active or have health problems.

If you're ready to add more physical activity to your life, here are some tips to get you started:

Make physical activity part of your regular day. Make a regular habit of using stairs, not elevators, and walking to do errands near your home.

Start walking. Walking is a great fitness activity that most people can start doing. Make it a habit to take a daily walk with family members, friends, coworkers, or pets.

Find an activity partner. This can make exercising more fun.

Find an activity that you enjoy, and stay with it. Vary it with other activities so you don't get bored!





Portable Space Heater Test at City Hall

By Kathy Southern

Dublin's CivicSpark intern, Anthony, was tasked with looking at the energy efficiency of space heaters at City facilities. He tested most City Hall heaters (with an energy use meter), along with a few efficient models for comparison.

Test Results:

On average, the heaters tested cost approximately 26¢ per hour to operate. Two efficient models tested cost 10-12 cents per hour; both were comfortable for users. The efficient units are 750-800 watts, vs. 1500 watts for most other units.

Staff recommends that new purchases of portable heaters should be efficient space heaters that use 800 watts or less. In addition, staff with low plug space will benefit with lower watt units; it is less likely that a fuse will trip.

Recommended Heaters:

1. Cozy Products: ESH – \$30 on Amazon (note: fan is noisy).
2. Bionaire BCH4562E- includes motion sensor – \$42 on Amazon (A quieter unit. Heat output less, but should keep you warm at desk.)

Can't find these two online? We recommend you search for 750 watt space heaters.

Staff is looking at the cost/savings of replacing existing units. If the City decides to replace existing heaters, it would be done for high usage units first; more information coming soon.

Safety note: Proper use of heaters means personal safety and energy savings:

- Turn portable heaters off when leaving the room
- Keep anything that burns at least three feet away from heating equipment

Contact Kathy Southern with questions, or to see test results. Thanks!